

Faculty Council Meeting
12/5/17

Faculty Council Minutes

Present:

Tony Rafalowski, Sara Youngerman, Dama Cooley, Jennifer Reaves, Becca Rhea, Lisa Matlock, Lawrence Gundersen, Mechel Camp, Melissa Sellers, Benjamin Lawrence, Emily Fortner, Claude Bailey, and Billy Wesson

The meeting was called to order at 2:05pm in McWherter 137.

Minutes from November 7, 2017 were read. Proposed changes included italicizing *Jackson Sun*, correction of spelling of names: Mechel and Billy, and clarification statement in paragraph 1 regarding no indication of plans for revision of Faculty Handbook by administrators to exclude input of faculty.

Becca Rhea made a motion to accept minutes of November 7, 2017 meeting with noted changes. Benjamin Lawrence offered a second. Motion passed with unanimous approval.

1. Announcements

1.1. Star Tree

A total of fifty-four children of JSCC students were served through the Star Tree Project. Tags were taken by faculty, staff, and students within five days after the tree was put in place. The deadline for gift return is December 6th. The Chair will be meeting with student services to coordinate issue of reminders in case gifts have not been returned. The Star Tree Project has been successful based on initial indication, and will be finalized over the next few days.

1.2. Assessment of Administrators

The Chair met with D. Tripp, E. Kirby, and Dr. Hamilton last week regarding Assessment of Administrators. There was an opportunity to share the history of prior experience regarding Assessment of Administrators with Dr. Hamilton. At the culmination of the meeting, the Chair reports that Dr. Hamilton appears to have an accurate understanding of the importance of this process and the sensitivity of faculty toward the process occurring with full transparency and in accordance with the SPE.

The Chair will serve as chair and convene an Assessment of Administrators Committee. The committee will include D. Tripp, E. Kirby, V. Garcia, and C. Pittman, Internal Auditor. Responsibilities of the committee will include meeting to review the instrument and construct a timeline for conducting the assessment. Goal for this meeting is February 15, 2018 and having the Assessment in place by March 15, 2018 to run through Spring Break.

1.3. Athletics Logo/Rebranding

The Chair reports that a graphic design firm from Memphis has compiled the proposal for logo and rebranding and maintains proprietary interest in the design at this time. The Chair attended a meeting and reports that the color scheme will remain green and gold, but a new mascot and logo will be unveiled in the Spring by the Athletic Department. This will probably occur in accordance with some type of fundraising as the change will involve a new gym decal and uniforms.

The choice for change of logo and rebranding was made based on an online survey regarding use of Generals as the logo. Over 70% of participants disliked the brand and advocated for a change.

A faculty council member had questions regarding the survey and stated a wish to see the questions again as it seemed unclear that a mascot change was being proposed until today. Other questions were raised with regard to the number of participants in the survey, and the involvement of concerned student groups such as basketball players and baseball players. Questions about the cost of the undertaking were raised with regard to whether a cost benefit analysis had been done.

The Chair was able to report that members of the men's basketball team, baseball players, and members of SGA were represented at the meeting. Other questions about the survey were identified as questions for Bobby Smith, Sara Vonderheide or Steve Cornelison. The Chair will reach out to seek clarification of issues including:

- Extent of survey
- Focus on participation by faculty, staff, and student stakeholders
- Cost benefit analysis

1.4. ECHS Focus Group

The Chair reports that Dr. Hamilton will be compiling focus groups to meet during in-service week about Early College High School. Invitations were sent to faculty members who have experience teaching the ECHS students. Dr. Camp chose faculty members in her division based on numbers of ECHS students enrolled in classes.

1.5. UT Martin

The Chair reports that UT Martin will be moving into McWherter in approximately one week; as addressed previously by Dr. Hamilton in focus groups. An e-mail from Dr. Hamilton was read into record referencing the importance of Partnerships for ensuring the support of student success.

Faculty members raised the concern that this alliance brings up similar concerns as the JMCSS announcement appearing in the *Jackson Sun* prior to faculty and staff at JSCC being informed of the discussion. A second e-mail clarifying the announcement regarding the fact that there no current plans for the JMCSS to occupy our campus was read into the record by the Chair. The e-mail does infer that the college and JMCSS are in an information-gathering stage.

The Chair recognizes that conversations with regard to location, square footage requirements, and agreements involving multiple systems involve sensitive issues, and the Chair disclosed having some knowledge regarding the ongoing conversations between UT Martin about location and square footage needs as a result of his wife's work with Dr. Messer. It was also recognized that this agreement involved JSCC, UTM and the Board of Regents as well as the Chancellor's office which was likely an important factor in the disclosures to faculty.

A faculty council member stated that there are ongoing concerns regarding communication, and shared feeling that faculty deserved an email explaining why information with regard to JSCC and JMCSS discussions about ECHS were not clarified.

Dr. Camp reports that Dr. Bailey has suggested twice monthly meetings for information sharing with Deans for dissemination and she feels this should help with communication between Administration and faculty about such matters.

1.6. Plan for Inter Semester Advising

The Vice Chair reports that per Dr. Bailey, the Dean's office and Will Shull will share advising responsibilities and the provision of personal identification numbers (PINs) to students after the end of classes on December 6, 2017. The Chair will request that an email to this effect be issued by the VPAA office for clarification.

1.7. Online Quality Council

The Chair reports that Deans are currently compiling a list of classes in need of redesign for sharing with the Online Quality Council. The purpose of the Online Quality Council is to make best use of funds by prioritizing course needs such as maintaining accessibility issues. Dr. Camp shares that the Online Quality Council originated from the TBR assessment rubric and the group has historically served in an administrative role to develop courses based on budgetary issues.

Faculty council members discussed issues with quality control of online courses to ensure it is maintained. As accessibility is expected and required this is not typically an issue, but needs for course redevelopment to maintain quality should be communicated. Faculty council members shared incidents in which students they advise have experienced having no due dates/ or unclear due dates in classes, courses being outsourced, and questions regarding quality control of e campus standards.

A motion was made by Emily Fortner that Faculty Council recommends creation of an Advisory Committee on Distance Education for Quality and Accessibility. The committee should be comprised of faculty members from each division who are current course developers and will report directly to the VPAA, Faculty Council, and the Online Quality Council. A second was offered by Lawrence Gundersen. The motion passed unanimously.

1.8. Recycling

Becca Rhea reports that Marcus Chandler with Sunrise Services will assume interim recycling duties until a new vendor is arranged to service the campus. Dr. Hamilton, Horace Chase, and Preston Turner will determine the time frame.

Ideas for campus implementation of recycling were raised at the meeting as Marcus Chandler started at MTSU and would have knowledge of implementation modalities at a larger university. Another suggestion of looking into Best Practice

implementation for recycling was also offered during the meeting. Becca Rhea will inform Faculty Council of ongoing developments as they occur.

2. Old Business

2.1. Foundation Board

The Chair reports that the Foundation Board met on December 5, 2017 and voted not to hold a banquet in April 2018. The Foundation was unsuccessful in underwriting costs of a speaker by the November 15, 2017 deadline, and if another banquet is held it will not be until Spring 2019.

Dr. Hamilton met with the Chamber of Commerce this afternoon and inquired at fundraising ideas. A possibility that was discussed is a golf tournament.

Internal giving update was provided and is now at 67% with \$31000 raised.

3. New Business

3.1. Attendance Reporting

An email from faculty member to the Chair was read. The email proposed changes to more accurately reflect student participation, and was tabled until the January meeting.

3.2. College Policy on Bullying/Cyberbullying

This issue will be readdressed in the January meeting.

3.3. Compression Compensation Pay Plan

The Chair is scheduled to meet with D. Tripp and E. Kirby and will present concern to chairs of Professional/ Technical and Classified Councils.

Lawrence Gundersen proposed a motion that Faculty Council recommend requesting that the JSCC standing Compensation Committee undertake a study of college-wide salary compression and target pay issues to document how veteran employees are impacted by this inequity and to recommend solutions. The Faculty Council asserts that a productive approach to this college-wide study would be to establish working groups from each JSCC employee council. These groups can work in concert with their councils and the Compensation Committee. The goal is to produce separate studies assessing the impact of compression and target pay on professional staff, on classified staff, and on faculty. These studies and recommendations would be presented to the administration by the Compensation Committee for their vote and recommendation.

Lisa Matlock offered second. The motion passed unanimously.

3.4. Math Lab

The Vice Chair shared that an advisee is currently in Math 1530 and the co-requisite lab and likely to pass the course without passing the lab. This is due to the fact that the student can pass the Math 1530 course without meeting the prerequisite of proficiency for ACT score of 19 or above. Clarification of this is required, and this

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was tabled until a request can be made for Tim Britt to come and speak with the council.

The next meeting is scheduled Wednesday, January 10, 2018. A motion to adjourn was heard from Emily Fortner. Lawrence Gundersen offered second. Motion passed unanimously.